

# RECRUITMENT RETENTION RESULTS



DIVISION of  
VOCATIONAL REHABILITATION  
*State of North Dakota*

***Recruiting*** the right employee and ...

***Retaining*** existing well-trained and productive workers ...

has never been more important to North Dakota business owners and employers than in today's economy.

To reach the business and organizational success you desire, you need to:

- tap into highly reliable and qualified job applicants who can put their diverse abilities to work for you,
- build strategies to help ensure that you maintain that critical edge and competitive advantage by holding onto your existing workforce.

What you need is **RESULTS!**

We are the North Dakota **Division of Vocational Rehabilitation**, or DVR.

*We serve businesses and individuals.*

DVR provides professional consultation services to:

- assist business owners and employers in developing short and long-term strategies regarding their varying disability-related issues.
- assist individuals who have permanent injuries, illness or impairments, to maximize their employment opportunities by helping them to develop the skill that today's businesses are seeking in the work force of the future.

Our services build bridges between employers, employees and the marketplace.



# Featured Services & Benefits

## RECRUITMENT

- Pre-screened and qualified applicants
- Employee matches based on your needs
- Soft-skill development
- Customized employee training strategies
- Reliable technical assistance and referrals
- Quality assurance through follow-up

## RETENTION

- Maintenance of current workforce and productivity levels,
- Assistance in building assistive technology strategies and referrals
- Professional work site assessments and options
- Customized continuing education and training strategies
- Job restructuring recommendations and assistance
- Reliable technical assistance and referrals
- Quality assistance through follow-up

## FINANCIAL INCENTIVES

- Access to On-the-Job Training funds and Work Opportunity Tax Credits
- Partnerships with Internship and Apprenticeships programs
- Application of Disabled Access Tax Credit and Barrier Removal Tax Deductions

## ACCESSIBILITY

- Development of strategies for disability-related solutions
- Beneficial reasonable accommodation outcomes
- Greater access through ADA site assessments and recommendation
- Positive impact on bottom line through greater market share
- Development of strategies for positive disability-related solutions

## EDUCATION

- Enhanced ADA knowledge of roles and responsibilities
- Greater understanding of workforce diversity
- Access to professional knowledge and expertise
- Enhanced team building and customer service
- Increased staff morale



Whether large or small, DVR services will prove beneficial to your business or organization.

*If we don't have the answers, we will find them!*

Through a network of Workforce Development partners, we can access *Resources* and make appropriate *Referrals* that will have a positive impact on your bottom-line.

**RECRUITMENT, RETENTION,  
RESOURCES, REFERRALS**

The bottom-line is

*RESULTS!*



With regional offices located in the state's eight largest cities, DVR provides services all across North Dakota.

<b>Williston</b>	701-774-4662 1-800-231-7724
<b>Minot</b>	701-857-8642 1-888-470-6968
<b>Devils Lake</b>	701-665-2235 1-888-607-8610
<b>Grand Forks</b>	701-795-3100 1-888-256-6742
<b>Fargo</b>	701-298-4459 1-888-342-4900
<b>Jamestown</b>	701-253-6388 1-800-639-6292
<b>Bismarck</b>	701-328-8800 1-888-862-7342
<b>Dickinson</b>	701-227-7600 1-888-227-7525

Maintain a Critical Edge and  
gain a Competitive Advantage  
through Recruiting and  
Retention strategies that  
produce *RESULTS*.



[www.nd.gov/dhs/dvr](http://www.nd.gov/dhs/dvr)  
1-800-755-2745



A partner in The NET